

Diversity & Inclusion Benchmarking Survey

**Industrial Products &
Services**
Data Sheet



1,200+ Corporate Respondents

5 Regions

39 Countries

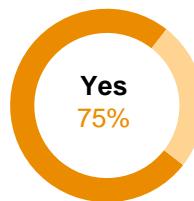
Industrial Products and Services Data Sheet

Many Industrial Products & Services (IPS) organisations have publicly declared their commitment to Diversity & Inclusion (D&I) for some time now, but how have they translated strategy into execution and what impact is it having on the employee experience? PwC's D&I Benchmarking Survey finds out.

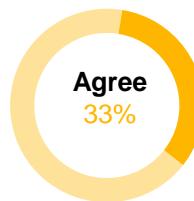
Organisations are making strides around diversity

IPS organisations are making strides helping translate D&I strategy into action. D&I is a stated value or priority area for 75% of organisations, 33% of respondents still feel diversity is a barrier to employee progression.

D&I is a stated value or priority



Diversity is a barrier to progression at my organisation

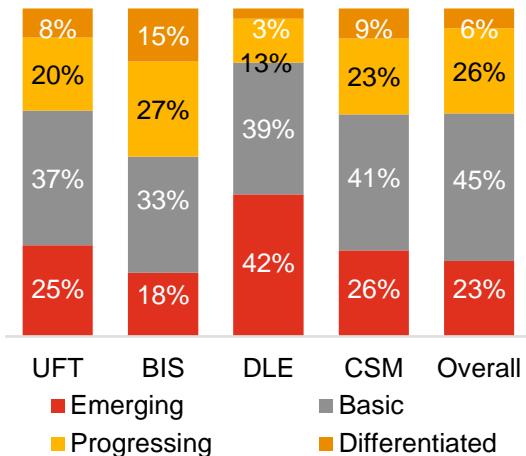


However, few D&I programmes reach full maturity

Only 6% of surveyed IPS organisations' D&I programmes reach the highest level of maturity when assessed against the four dimensions of PwC's D&I maturity model.

- 1. Understanding the Facts of Today (UFT): Initiating a continuous data-driven process for understanding the facts of what's happening in the organisation today
- 2. Building an Inspirational Strategy (BIS): Creating a business-focused vision and strategy for D&I that reflects the reality of today and the real potential of tomorrow
- 3. Developing Leadership Engagement (DLE): Engaging leadership around an inspirational D&I strategy by articulating the business case and establishing supportive governance
- 4. Creating Sustainable Movement (CSM): Executing the D&I strategy across all elements of the business

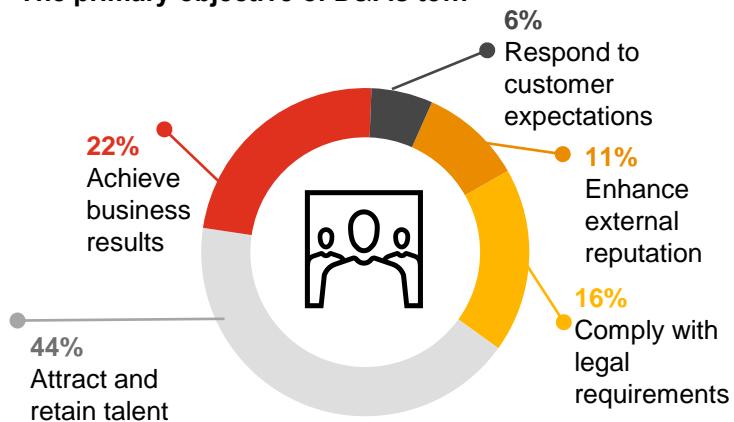
Degree of programme maturity¹



D&I programme goals

Nearly half of IPS organisations surveyed (44%) view their D&I programme primarily as a way to attract and retain talent, but far fewer are connecting D&I directly to responding to customer expectations, or enhancing the external reputation.

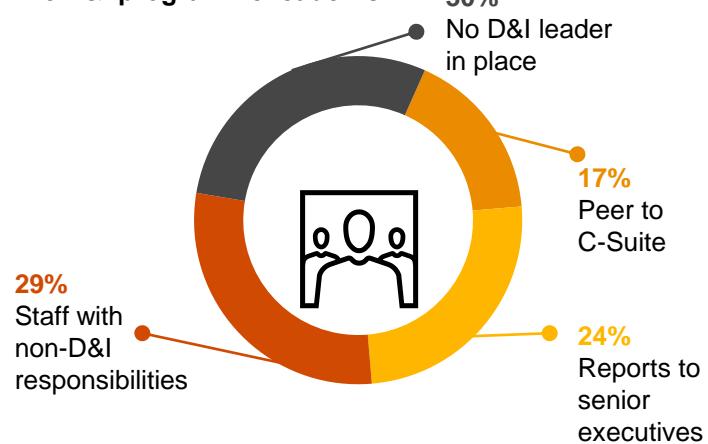
The primary objective of D&I is to...



Programme oversight

While D&I survey data indicates that having a C-Suite D&I leader can be a differentiator between organisations where diversity is not considered a barrier to progression and those where it is, only 17% of organisations surveyed have adopted this programme structure.

The D&I programme leader is...





Accountability for D&I results

Tasking leaders with specific D&I goals is key to driving results. Despite this, just under a third of IPS organisations surveyed have adopted this practice (27%) and fewer measure progress towards the achievement of these goals.

How does your organisation drive accountability for D&I results?

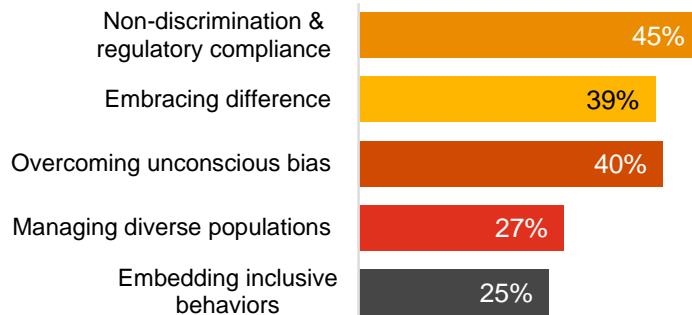
Leaders are tasked with specific D&I goals	27%
Leaders' progress toward meeting their D&I goals is measured	19%
D&I goals influence performance evaluation and compensation outcomes for leaders	15%
D&I goals influence performance evaluation and compensation outcomes for all employees	14%
None of the above	34%



Training programmes in place

Almost half of IPS organisations surveyed (45%) provide training on non-discrimination and regulatory compliance and roughly the same proportion are also expanding training to focus on overcoming unconscious bias and embrace differences among employees in the workplace.

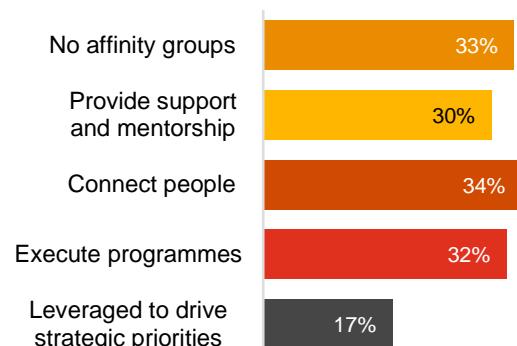
Training programmes focus on...



Role of affinity networks/resource groups

While the majority (67%) of technology organisations surveyed have affinity groups, they are mostly used to foster networks and execute programmes, rather than to inform decision-making and drive business priorities.

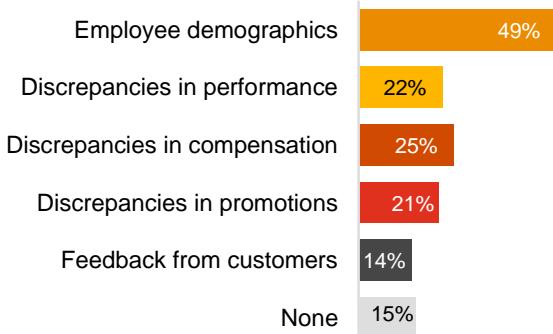
Affinity groups at my organisation...



Leveraging data

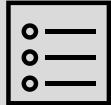
Driving sustainable change requires effective monitoring efforts. Most organisations track employee demographics (e.g., gender), but significantly fewer measure discrepancies in compensation, performance, or promotions based on these attributes.

My organisation gathers and analyses the following types of data...



Take the D&I Benchmarking Survey

Diagnose the maturity of your organisation's D&I programme, and see how your organisation compares to others in your region and industry.



pwc.com/diversity-survey



Additional reading

Hopes and fears 2021: In one of the largest global surveys of workers, people revealed a mostly optimistic story, but one with some concerning undercurrents, including 50% stating they have been held back by discrimination at work. Access the full report to find out more.

A remarkable thing could happen as we return to work: This report details why 2021 will be a pivotal moment for leaders as they connect in new ways with their employees and society.

For a deeper discussion, contact:



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Source: PwC: Global D&I Data, 06/09/2021 based on 1,200+ responses across 5 regions in 39 countries

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